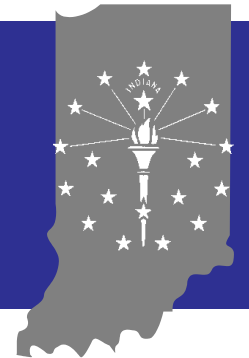


The INTERCHANGE

Monthly Newsletter for State Employees Prepared by State Employees



Making a Change in 2006

Since your office is now a smoke-free workplace, isn't it time you also start to make changes in 2006? Indiana has taken a huge step forward in protecting its employees through smoke-free workplaces, but now is your chance to capitalize on this effort by quitting smoking.

Some of your strongest supporters in reaching your goal of quitting smoking will be your family, but don't forget about your co-workers, especially those who are also on the path to quit smoking. Here are a few tips in preparing your fellow co-workers on your endeavor to quit smoking and how to use them to help you reach your goal:

- Warn the people close to you that you may be in less of a good mood than normal for a few weeks after you give up smoking. They'll need to extend plenty of patience.
- Ask them to be available to offer you encouragement and a listening ear whenever you need to talk.
- Ask them to distract you to keep your thoughts off smoking

The benefits in quitting smoking are huge. As an employee of a smoke-free workplace you can enjoy the following:

- There is reduced exposure to secondhand smoke for all employees and consequently, a reduced risk of cancer, heart disease and respiratory problems in adults and children.

- Workers who are bothered by smoke will not be exposed to it at the worksite.
- Employees who smoke have more of an incentive to quit.
- Smokers appreciate a clear company policy about smoking at work.
- Managers are relieved when a process for dealing with smoking in the workplace is clearly defined.
- It provides a supportive environment for those who are trying to quit.

When trying to reach your goal of going smoke free in 2006, remember to turn to your allies during stressful times to get you through the cravings of wanting a cigarette. And keep it mind – not only are you healthier but those around you are too!

As part of the INShape Indiana program, Indiana Tobacco Prevention and Cessation (ITPC) is providing additional resources to help state employees quit smoking. In support of this ongoing initiative, facts about tobacco use and its effects on Indiana state employees appear monthly in The Interchange.

If you or a loved one needs help quitting smoking, call 866-515-5433 or visit www.WhiteLies.tv. For more information on additional ways to improve your overall health, visit www.INShape.in.gov.

Indiana Government Center Smoke-Free Policy

It is the policy of the Indiana Department of Administration, as custodian of State buildings and grounds under Indiana Code 4-20.5-6-5, that all parts of the buildings and grounds of the Indiana Government Center Campus in Indianapolis be designated smokefree effective January 1, 2006.

The Indiana Government Center Campus includes:

- The State-owned and maintained buildings and grounds bounded by Washington Street to the south, West Street to the west, Ohio Street to the north, and Capitol Avenue to the east.

- The State-owned and maintained Washington Street Parking Facility, the Senate Avenue Parking Facility, and their respective grounds.

We request that all State employees and visitors voluntarily comply with our smoke-free Campus policy and help the State maintain a clean, safe and healthy business environment and gathering place for the public.

The State offers smoking cessation classes at various times and encourages employees to take advantage of these programs or others like them.

ATTENTION STATE EMPLOYEES!



As an Indiana State employee, you have the opportunity to purchase tickets to selected Pacers games before they go on sale to the public!

2 State Employee Nights with the Indiana Pacers left!

Sunday, March 19, 2006 at 1:00 p.m.
Indiana Pacers vs. Boston Celtics

Monday, April 10, 2006 at 7:00 p.m.
Indiana Pacers vs. NY Knicks

ORDER YOUR TICKETS TODAY!
VISIT www.in.gov/jobs/special/projects/pacers.pdf

Questions? Contact Alice Laskowski
at alaskowski@pacers.com.



State Employee Night with the Indiana Ice

Saturday, Feb. 25, 2006 at 7:00 p.m.
The Ice vs. Des Moines Buccaneers
at Conesco Fieldhouse in Indpls.

Tickets just \$11 or \$7 for all State
Employees and their family and friends.

Visit www.in.gov/jobs/special/projects/ice.pdf for more information.

Discount not available at the Box Office

Questions? Contact Jason Burkman
at jburkman@indianaice.com.

State Parks and Reservoirs' 2006 Special Events Calendar Now Available

Dreaming of warmer days and upcoming visits to Indiana's state parks and reservoirs? For inspiration, take a peek at the 2006 special events calendar on the Web at www.in.gov/dnr/parklake/events.html.

The calendar lists information about upcoming hikes, fossil digs, holiday fireworks, reenactments, star programs, music in the outdoors, special family weekends and even a 500-mile bike ride.

"You don't have to wait for spring to participate; we host events to enjoy all year," said Ginger Murphy, Department of Natural Resource's Division of State Parks and Reservoirs. "For example, February features a winter hike at O'Bannon Woods State Park and Eagle Watch Weekends at Monroe Lake and

Raccoon Lake. In March you can build a bluebird box at Brown County State Park or attend a fossil workshop at Clifty Falls State Park. You'll find entertainment, adventure, relaxation and outdoor learning opportunities in any season."

Many events are free with entrance gate admission. Some events include a fee to help cover the cost of materials and preparation.

For up-to-date information about the many other daily or weekly programs, nature brochures and interpretive center hours, visit: www.interpretiveservices.IN.gov.

For a printed version of the 2006 special events calendar, contact Ginger Murphy, assistant director for stewardship, at (317) 232-4143.

NEW! Nutrition Seminar Series to help State Employees Get INShape in 2006

To help everyone along with their New Year's Resolutions, the Indiana Dept. of Environmental Management (IDEM) Wellness Council will be offering to all State Employees a Nutritional Seminar Series. Throughout the year, numerous dietitians, nutritionists and experts in this field will assist you in sorting through the maze of information that is currently available to us. As with the INShape Indiana initiative, we hope that these seminars will provide much needed guidance in the often confusing maze of changing information. We hope you join us!

The next session will cover the following topics:

- * How to read the new food labels
- * Fad diets and their effects
- * Supplements – what they can and can't do for you

These topics will be discussed, and there will be ample time for specific questions immediately proceeding the discussion.

Next information session:

Date: Tuesday, February 7, 2006

Place: IGCS Conference Room A

Time: 11:30 a.m. – 12:30 p.m.

The seminar will be lead by Tina Willis, M.S., former Director for Consumer Nutrition and Wellness for Marsh Supermarkets. Ms. Willis was also a clinical dietitian at Community Health Network in Indianapolis.

For more information regarding the Nutritional Seminar Series, please contact IDEM Wellness Council members Alexandra Yeung at ayeung@idem.in.gov or Kim Wade at kwade@idem.in.gov.

Third Annual Indiana Art Fair at the State Museum

The Indiana Art Fair returns to the Indiana State Museum on Saturday, Feb. 25, from 9 a.m. to 5 p.m. with more than 90 artists from 22 counties. Admission to this year's Indiana Art Fair is \$3 for members and \$10 for non-members.

Museum members will be the first to take their pick of Hoosier art. The members-only Preview Party will be held on Friday, Feb. 24, from 6 to 9 p.m. and will feature light hors d'oeuvres as members shop. To become a member, call (317) 233-9984.

Department of Natural Resources and Department of Correction Working Together to Feed Indiana's Hungry

In December, Lt. Governor Becky Skillman announced the delivery of 3,000 pounds of donated venison to food banks across the state through a new pilot program between the Indiana Department of Natural Resources (DNR) and Indiana Department of Corrections (DOC). In an effort to further manage deer populations in southeastern Indiana and provide job training for inmates, hunters had the opportunity to donate antlerless deer to a DOC-identified processor. DOC gave the processed deer to Feeding Indiana's Hungry (FIsh).

"We launched FIsh earlier (last) year with the goal of serving the 600,000 people in Indiana that sometimes go without food," said Lt. Governor Skillman. "I am pleased to see FIsh benefiting from this new state relationship and also the collaboration between DNR and DOC to help feed hungry Hoosiers. These donations are much needed and we thank them for their generosity."

FIsh is a statewide network of food banks that links hunger service providers, food producers, and processors from all four corners of the state. Lt. Governor Skillman announced the formation of FIsh in June of 2005. This network will more effectively identify and coordinate the services to Indiana's almost 600,000 people that need food. FIsh was created with a cumulative two year \$100,000 contribution from the Indiana State Department of Agriculture (ISDA), Office of Rural Affairs, and Family and Social

Services Administration. These dollars are to be matched by funding from the private sector. FIsh staff will ensure that all DNR-DOC processed venison will go directly to Hoosiers in need.

The DNR-DOC program is based on a similar effort in Iowa. Hunters in 10 southeastern counties donated antlerless deer to the DOC via specified processors. The DOC collected and processed the deer as part of an inmate training initiative.

"This is a great opportunity for our inmates to learn the skill of meat processing and to give back to our local communities," said J. David Donahue, Commissioner of the DOC.

In mid-November, hunters donated the venison in exchange for a coupon from DNR for a replacement antlerless deer license at a reduced price.

"I am extremely pleased with this initiative to help reduce the growing number of deer/car collisions, the amount of crop damage, and the damage to ornamental trees and shrubs," said Kyle Hupfer, DNR Director. "Because of DOC's willingness to partner with us we had an outlet for the excess number of deer that were harvested and are able to provide food to those that go hungry in Indiana."

More information about these programs visit, www.FeedingIndiansHungry.org and www.IN.gov/dnr/.

Interested in Grad School?

You are invited to attend a Graduate Open House sponsored by the Indiana University School of Public and Environmental Affairs (SPEA) at IUPUI. The Graduate Open House will be held on Tuesday, February 7, 2006 from 5:00-8:00pm in the IUPUI University Library Lilly Auditorium. This informal event is designed for you to stop by after work and stay as long as you like – you can even attend a graduate class that evening if you'd like.

SPEA's graduate programs in Indianapolis are ranked among the best public affairs programs in the country by *U.S. News and World Report*. SPEA offers graduate programs in public, nonprofit, and environmental management, criminal justice, policy analysis, and health administration. SPEA offers two master's degrees and three 15-credit graduate certificate programs on the IUPUI campus – including two online graduate certificate programs. It also has joint degree programs with the IU School of Law, the Kelley School of Business, the School of Library and Information Sciences, and the Center on Philanthropy at Indiana University.

SPEA graduate programs are well suited for working professionals – graduate classes are offered one evening a week or on Saturdays. The majority of graduate students work full-time and attend class part-time. For more information about SPEA's graduate programs and the Graduate Open House, visit www.spea.iupui.edu or contact Andrea Eickhoff, SPEA Manager of Marketing and Recruitment, at aeickhof@iupui.edu or 317-278-3651.

TRAINING PROGRAMS

March 2006

Date	Time	Class	Cost
1	9:00 - 3:00	CERT Review Session** (Restricted enrollment)	Free
7	9:00 - 1:00	Selection & Interviewing	Free
8	9:00 - 3:00	Diversity in the Workplace	Free
14	9:00 - 3:30	Performance Management	Free
14	10:00 - 12:00	Ethics for Executives	Free
15	10:00 - 11:30	PERF: Your Retirement Program	Free
15	1:00 - 3:30	Hoosier S.T.A.R.T. 1:00-2:00 Plan Overview 2:30-3:30 Enrollment Meeting	Free
16	9:00 - 4:00	How to Investigate Complaints of Discrimination**	Free
16	10:00 - 11:30	Ethics for Supervisors/Managers	Free
21	9:00 - 4:30	Situational Leadership**	\$50
22	10:00 - 11:00	Ethics Orientation	Free
23	9:00 - 12:00	Affirmative Action Plan Monitoring Report Training**	Free

NOTE: All classes will be held in the State Conference Center except where noted.

**These classes are only offered to SUPERVISOR/MANAGERS AND/OR HUMAN RESOURCE PERSONNEL. Classes that require a fee are noted. Obtain your supervisor's approval to attend. For more information or to register, you will need to contact your agency training contact person (ATCP).

NOTE: The State Personnel Department is now offering HRCI (Human Resource Certification Institute) Credit for completion of select classes, which can be applied toward recertification of the Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) certifications. For more information, visit the State Personnel Department's Training website: <http://www.in.gov/jobs/training&development/0homepag.htm>

Free Informational Seminars for State Employees

Financial Planning Seminars

Tuesday, February 7, 2006; 3:45 - 5:00 p.m.
IGC-South Conference Room 5

Thursday, February 9, 2006; 3:45 - 5:00 p.m.
IGC-South Conference Room 14

Homebuying Information Seminars

Tuesday, February 21, 2006; 4:00 p.m. – 5:00 p.m.
IGC-South Conference Room 21

Thursday, February 23, 2006; 4:00 p.m. – 5:00 p.m.
IGC-South Conference Room 21

For more information, visit www.in.gov/jobs/special_projects/fps.html. All Seminars are located at the Indiana Government Center South Building in Indianapolis. To register, please contact Diana Smith at dismith@spd.in.gov or (317) 233-3777.

PLEASE NOTE: Employees should attend these seminars on their own time. If you are regularly scheduled to work during these times, you should adjust your schedule (with approval from your supervisor) or use paid time off in order to attend.

Happy Valentine's Day!!



Artwork provided by Jerry Williams, State Personnel Dept.

The Interchange

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